



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000

IN REPLY REFER TO

AUG 1 2001

Dear Fleet Support Officer,

I want to express my sincere support and enthusiasm for upcoming changes in the Navy Officer Corps. NAVADMIN 182/01 announced a new Restricted Line designator, Human Resources (1200), effective October 2001. As the community sponsor for the new Human Resources designator, I encourage you to submit your application to become a member of this specialized group of officers who will lead changes required in human resource management necessary for Naval operations in the 21st Century.

Over the last few years we have engaged in various studies to analyze our human resource processes. Several common themes have emerged. We must: (1) manage our people better; (2) begin now cultivating professionals to help guide changes in the human resources environment; and (3) view our people as our competitive advantage of the future. The new Human Resources community will play a vital role in guiding this transformation within the Navy.

As a member of this core of career professionals, you will lead the Navy in the tough competition to recruit, train and retain Sailors, as well as work the challenges of balancing military, civilian and contracted capabilities. The Human Resources community will be fully focused on aligning "people" policies and processes with the Navy's overall maritime mission and providing much-needed expertise in strategic human resources planning, programming and execution. As a member of this community, you will receive the education and certification necessary to serve as a valued Human Resources professional.

We are at the crossroads in human resource management. In order to succeed in the "war for talent," the Navy needs experienced, knowledgeable and resourceful officers dedicated to improving how we conduct our people business. I am firmly committed to providing the resources and the strong sponsorship to make this community a success. If you think the Human Resources community might hold a future for you, and would like to know more, or if you simply want to discuss your options, please contact CAPT Moira Wurzel, Human Resources Community Manager at (703) 697-8761/DSN 227-8761 or e-mail her at n131g@bupers.navy.mil. She looks forward to working with you as you make this very important decision.

All the Best,

A handwritten signature in black ink, reading "Norbert R. Ryan, Jr.", is positioned above the printed name.

NORBERT R. RYAN, JR.
Vice Admiral, U.S. Navy